



<http://ntrp16.org/>

**North Texas Regional P-16  
Council Meeting Minutes**

**February 15, 2022**

**9:00 am – 12:00 pm**

**Via Zoom**

**ATTENDEES**

Members present - Leslie Birdow, Kelree Brasseaux, Annette Duvall, Becky Frederickson, Javier Garza, Mary Harris, Lisa Harrison, Adam Hile, Jean Keller, Barbara Lerner, Karrabi Malin, Anna Mays, Gwendolyn Moore, Bobby Morris, Renee Parker, Theresa Paschall, Anita Perry, Ray de los Santos, Jennifer Torres, Richard Vela, Rosalyn Walker, Shareea Woods

Invited Guests – LaQuesha Foster, Dallas College  
Danielle Hernandez, Dallas ISD

Presenter – Lloyd Potter, Professor, Department of Demography, The University of Texas at San Antonio, and Director of the Institute for Demographic and Socioeconomic Research

- **Greetings**

Jean Keller welcomed everyone to the North Texas Regional P-16 Council (NTRP16) meeting.

- **Approval of Minutes**

December 7, 2021, meeting minutes were reviewed. Lisa Harrison moved to approve the minutes, Bobby Morris seconded, and the minutes were approved as written.

- **Farewell** – Jean Keller reminded everyone that Dr. Barbara Lerner is retiring, and this will be her last NTRP16 meeting. Jean thanked Barbara for her long-term leadership and support of the Council and acknowledged how her wisdom and insights have contributed to the Council's development. Barbara expressed thanks to the Council members for valuable work, past and continuing. Her only regret is not being able to say good-bye in-person. She will be available for lunch; please give her a call.

- **Updates and Information Sharing** – Ray de los Santos shared that LULAC had successfully submitted three Upward Bound proposals and thanked the Council for letters of support for the proposals. He noted that the Department of Education has a current RFP for the Upward Bound Math and Science Program. The LULAC Board is being encouraged by Dallas ISD to consider adding two Upward Bound Math and Science Programs. Its current partnerships are with the UT Dallas

Department of Computer Science and Dallas College. LULAC seeks partners to host STEM events in early to mid-April.

Ray noted that statistics and information from Dallas ISD collected as part of the grant development process indicates significant drop in enrollment. School districts may be asking administration to consider drastic cuts in staff and teaching positions for the next year. The State Legislature has held ISDs harmless on enrollment drops due to COVID-19.

Lisa Harrison brought up teacher shortages as a heavy concern for some districts. Teachers are choosing to retire, perhaps earlier than planned, as well as resigning and dropping out of education careers. Districts are also experiencing staff shortages, including bus drivers, cafeteria staff, and substitute teachers. The ability to work from home has allowed some people the option of moving further away from urban areas and this may be contributing to staff and teacher shortages.

Ray responded that in the case of Dallas ISD, charter school enrollments in the city have grown.

Bobby Morris shared that Northwest ISD has been recognized as the fastest growing district in the area. The district will have three new schools opening in 2023-2024 and have rebuilt two campuses. They are also experiencing retirement and will need to add staff.

Karrabi Malin reported that the North Central Texas Association of School Personnel Administrators (TASPA) has its annual job fair, April 11, 2022, at the Arlington Convention Center <https://sites.google.com/kellerisd.net/nctaspa/job-fair>. For teacher certification, whether a university or an alternative certification program, there has been a pilot over the last two and a half years entitled edTPA. There was a movement in Texas to offer an alternative to edTPA using T-Test used by many districts to assess certified teachers. However, edTPA was approved at the February 11, 2022, SBEC meeting. edTPA will eventually replace the PPR Exam. edTPA stands for "educative" Teacher Performance Assessment. edTPA is a preservice assessment process designed by educators to answer the essential question: "Is a new teacher ready for the job?" edTPA is designed to measure teacher candidate effectiveness in the classroom by focusing on student learning.

Some believe this will hinder the teacher pipeline because the exam costs almost \$200 more than the current PPR exam. Information can be found at <https://tea.texas.gov/about-tea/leadership/state-board-for-educator-certification/sbec-meetings>.

- **Program: North Texas Demographic and Education Challenges** - Moderated by Ray de los Santos, Jennifer Torres, Shareea Woods, and Ray de los Santos

**Dr. Potter** presented results of the 2020 Census, which indicates more than 29 million Texans as of April 1, 2020, surpassing the population of all other states except California. Nearly 4,000,000 Texans over the decade were added, more people than any other state, including California. Texas grew at a rate a little less than 16%. Only two states grew faster: Utah and Idaho, which has a very small population. Some states are losing population, and some are gaining.

The population distribution in the state is referred to as the population triangle, with Dallas and Fort Worth in the metroplex area, and San Antonio, Austin, and Houston as the points. There has been tremendous growth along the I-35 corridor. In 2010, 83% of the Texas population was along I-35 and East, which highlights the growth occurring within the population triangle and the lower Rio Grande Valley. Please see the PowerPoint for details regarding changing demographics in north Texas and the State of Texas.

- **Discussion, Reflections and Actions.**

What are your thoughts about the COVID impact overall for the metroplex? We are still not clear on what is happening with COVID, the data is coming together. Many of the census operations are also coming in, for example, the American Community Survey, the census data has never been perfect. We have an under count in Texas. At first look, it is like 2010. As we will look at other dynamics in terms of data collection for the American Community survey and others, there are delays in getting the fertility and mortality data, and so on, which is what we rely on for doing our estimates and projections. COVID has had an impact on work.

Are we leaving behind the students that are here? Are we less focused as a state on educating our students that are growing up here? Parents want their kids to get the higher levels of educational attainment in Texas, and to get the higher skilled, higher paid jobs in Texas. However, when they see those jobs going to people from out of state and country, that does not sit well with their perspective on things and most Texans have not connected those things. As you look at the growth of the Latino population, who have been left behind for decades, for centuries. It is important for us to put an emphasis on bringing the Latino population up to or close to parity with the non-Hispanic White population so that they have access to living wages, they can afford to buy a house, afford a car, afford to send their kids to college, and so on. Most people in Texas have not realized this, but eventually it will become more apparent. Especially if we achieve what the TEA and the TX Higher Education Coordinating Board have envisioned for us with the demand for higher skilled Texans.

Are there indicators that you have identified that might be contributing to the slightly shifting trends in terms of the percentage of students enrolled in community college vis-a-vis four-year institutions? When you look at shifts economically, often those are resulted in shifts in post-secondary enrollment. During the 2007 recession, we saw increases in community colleges and four-year institutions enrollments. As you look at the more recent decline in two-year institutions, that was before we started having the labor shortages that we had with the COVID associated recession. There is a demand for labor right now and it is relatively easy to get a job. It may not be the high skill, high pay job that you want, however, if you want to work, it is not hard to find work. That may be a factor in terms of challenges for enrollment in some of the two-year institutions, however, it is uncertain. With more time and more data, we may have a different understanding, but may have something to do with economic forces that might be keeping people from going to two-year colleges and universities.

Does your community college data include high school dual enrollment? It does not, and that has been changing the landscape and one of the hopes of improving the educational outcomes for everyone, particularly the Latino population. Anna Mays shared Dallas College enrollment data includes dual credit enrollment. They have seen it is either flat or slightly increased over the past two years, during the pandemic. It does include many Latino students. Dual credit generally in Dallas College, is very reflective of the diversity of their high school population and is reflecting African Americans and Latino students to a greater extent than other students. Another contributing factor in our region, to increase community college enrollment, at least, prior to the pandemic and to a certain extent, during the pandemic is Dallas County Promise. We have seen 16,000 students enrolled in Dallas College over the past four cohorts. Whether or not those students would have attended anyway, we do not know. However, in cases where they previously either did not think about applying for college or did not complete a financial aid application, they probably would not have attended.

Regarding the undercount that occurred in the census, is there any way that undercount can be regressed, or do we wait until the next census in eight or nine years? The data that were released for redistricting are the data that we are using. For the decade going forward, even though we are two years into it now, there is a process called Count Question Resolution, that allows the highest elected officials, such as the mayor, county judge, or governor in Texas to present evidence that a segment of their population, or a geographic area in their jurisdiction was undercounted. The Census Bureau will review the data that was presented. If there was an undercount, oftentimes there is a boundary/geographic issue. We have seen several cases since 2010, where the Census Bureau did not have the boundary in the right place. They counted people; however, they were not counting them in the city. They were counting them in the balance of the county because they had not updated their boundary.

Do your projections for population change through 2050 include potential changes in the demographic inflow of people, and do you share the information on your site? We have demographics and we know changes can happen, but the social and economic change that is going to happen is less certain. We provide data that is suggestive of things that might happen in a certain way, however, time and time again, if you predict that it is going to happen, more times than not, it does not happen.

How much of this is related to college going pathways students going away for higher education and then coming back? That is a circular migration, because people move away and then they come back, however, it is a relatively small proportion.

Looking at Generational Pyramids, we see all generation counts have expanded, but it looks like there is a proportionally higher increase in Millennials. As we look at staffing and the concerns, we have of greying out of our staff and now the COVID resignations, do you have data on the expansion of this working age group and the career pathways they are entering? The group of millennials (1981-1996) are about 30 years of age now, yes, they are going to be our working population. Generation Z (1997-2012) will also have an impact and may be part of where our labor shortage is coming from right now. Generation Z is aging into the labor force. Part of our labor shortage might be age structure, in addition to other economic forces. The trend toward working remotely at universities and in the private sector have been producing better work. Working

remotely is easier and that may also help with jobs that might be based in Texas, people do not actually have to live here. Geography is less of a barrier in terms of the labor force for some occupations.

Do you have migration into Texas data by age group? The most significant flow of domestic migrants were people in their 30s and 40s. We also saw children as well. People that are working, getting employed in higher skilled positions, higher paid positions in Texas, and bringing their families with them. There was a bulge in 20s, 30s, 40s age groups, and 18 and younger as well.

- **Committee Reports**

- **Communication, Networking and Social Media** - The committee is sharing information and events on our Facebook page from the North Texas Community College Consortium, as well as information from ESC Regions 10 and 11, LULAC, and council members. Please continue to send information to Rosalyn. A sub-committee is looking at several of the Grow Your Own Pipeline programs and looking at transitioning paraprofessionals and aids to teaching roles. We are reviewing programs in our service center area, which includes Everman, Grand Prairie, Texas Woman's University, Castleberry, Lancaster, Duncanville, Denton ISD, and Texas A&M University. We will gather information and possibly coordinate panel discussions at some of our events, or Region 10 and Region 11 events so that we can highlight funding and opportunities for paraprofessionals and aids in our schools.
- **Leadership and Sustainability** - The committee is focused on looking at sustainability and are currently reviewing the bylaws and how to sustain the Council after the retirement of key individuals.
- **Professional Development** - Upcoming Conferences through the North Texas Community College Consortium can be found here: <https://ntxccc.org/>
  - 2022 UNT Equity & Diversity Conference, March 23, 2022
  - 2022 Outcomes Assessment Conference, March 25, 2022
  - 2022 Development Education Regional Forum, April 15, 2022
- **Research, Assessment and Accountability** – No information to report

- **Additional Updates and Information Sharing**

Anita Perry reminded everyone GenTX Decision Day is May 2, 2022, Accept the Challenge!  
<http://gentx.org/>

Ray de los Santos shared he will send student scholarship application information awarded by the LULAC Educational Service Centers. He also asks Council members to consider serving as readers of student applications. Please reach out to Ray if you can help.

- **Adjournment**

Mary Harris adjourned the meeting with thanks to everyone for being a part of the Council.

**Please mark your calendar!**

**2021-2022 NTRP-16 Council Meeting Dates and Programs**

9:00 AM – 12:00 PM

Date	Location	Topics	Program Facilitator
April 26, 2022	Virtual	Career and Technical Education Pathways (HB-5, P-TECH, and T-STEM) Dr. Lori Fey - THECB	Javier Garza Anita Perry Lisa Harrison